

Benchmark IIIa.2.3: Make any needed revisions to the program and develop a work plan with the NRCCPS to transition program to Central Professional Development unit and build in-state capacity to facilitate the program.

Evidence of Completion: Summary analysis of revisions and work plan

Benchmark IIIa.2.4: Implement work plan to transition program to Central Professional Development unit.

Evidence of Completion: Quarterly report with summary of work plan implementation

Goals of the Supervising Safety Decision Making (SSDM) Training Revision

The following design and activity modifications were made to the SSDM program based on feedback from the field test conducted in Quarter 1. These also include modifications made to integrate the Wisconsin Child Welfare Professional Development standards for curriculum design.

Overall Program Design

- Reduce length of the training program by dividing content into three sections offered independently, thus reducing participant commitment to 12 consecutive weeks, rather than 22 consecutive weeks
- Increase "real person" contact by including 4 seminars in the 12 week program and increasing individual phone conferences with a trainer
- Reduce participant time per week to 4-6 hours on non-seminar weeks, as opposed to 10-15 hours per week
- Reduce trainer time per week to 6-8 hours on non-seminar weeks, as opposed to 20 hours per week
- Develop the schedule for the entire program and provide it to participants in advance so that they can anticipate and plan for requirements
- Develop the schedule with mutually negotiated times for participant phone conferences to increase flexibility
- Reduce the number of hard deadlines per week
- Build in flexibility for participants to work ahead to avoid scheduling conflicts
- Eliminate online postings and increase phone conferences
- Consciously develop an atmosphere of mutual trust and candid participation by use of seminars (development and management of group norms, design of case presentations, modeling) and increased one-to-one feedback and relationship building with a trainer

Learning Activity Revision

- Provide clear learning objectives and directions for all activities
- Assure activities have enough case information and direction to support the activity
- Provide clear standards for trainers to use in providing consistent, meaningful feedback
- Simplify activities and provide standardized training cases so that participants don't need to spend a lot of time doing things that aren't learning (e.g., finding certain kinds of cases)
- Develop materials that use Wisconsin language and documentation system and are consistent with Wisconsin standards
- Integrate participant activities with their own staff and assessment of their own agency practice throughout the program

Supervising Safety Decision Making (SSDM) Work Plan

| Activity | Date Completed | Anticipated Date of Completion |
|--|-----------------|--------------------------------|
| Field test of 22-week program | February, 2011 | |
| Program debrief by DCF, ACTION for Child Protection and WCWPDS staff involved in field test | February, 2011 | |
| Gather feedback from Wisconsin and South Dakota field test participants | April, 2011 | |
| Transfer of responsibility from DCF to WCWPDS | May, 2011 | |
| Establish workgroup of WCWPDS, UW-Madison and BMCW staff, with DCF and ACTION consultation, to direct revision of program design and learning activities; meetings continue through revision process | May, 2011 | |
| Identify trainers for first session and obtain management permission | July, 2011 | |
| Attend regional supervisors meetings to introduce SSDM and gather input on design | August, 2011 | |
| Meet with regional Partnership directors to define Partnership role in statewide rollout | August, 2011 | |
| WCWPDS curriculum staff begin process of program design and materials revision | September, 2011 | |
| Identify DCF staff for participation in first session and obtain management permission | October, 2011 | |
| Meet with regional Partnership directors to further define Partnership role in marketing and delivery | November, 2011 | |
| Meet with DCF for review and resolution of Wisconsin policy issues related to revision of materials | November, 2011 | |
| Presentation of revised SSDM program design to Professional Development Advisory Council (PDAC) | November, 2011 | |
| Identify regional Partnership, WCWPDS and county agency participants for first session and obtain their management approval | January, 2012 | |

| Activity | Date Completed | Anticipated Date of Completion |
|---|----------------|--------------------------------|
| Meet with DCF and ACTION for Child Protection for review of revised content to assure consistency with practice model and Wisconsin standards | February, 2012 | |
| Individual meetings with each participant and their supervisor to plan for workload management during training and agency integration of practice improvement | February, 2012 | |
| WCWPDS Learning Management System not operational for first session; together with UW DoIT, develop alternative delivery mechanism to allow adherence to planned date for first session | February, 2012 | |
| First 12-week session begins | March, 2012 | |
| Meet with regional Partnership directors to plan for fall regional training sessions | | May, 2012 |
| Conclusion of first 12-week session | | June, 2012 |
| Debrief trainers and participants from first session for feedback to guide revision of program design and learning materials | | July, 2012 |
| Begin process of revision for fall sessions based on evaluation of initial session | | July, 2012 |
| Present SSDM at regional county directors meetings | | July, 2012 |
| Identify county agency supervisors for participation in fall sessions | | July, 2012 |
| Prepare new trainers for responsibilities in fall session; establish mentor relationships | | July, 2012 |
| Integrate SSDM into Learning Management System | | August, 2012 |
| Individual meetings with each participant and their supervisor to plan for workload management during training and agency integration of practice improvement | | August, 2012 |
| Begin regional training sessions | | September, 2012 |
| Attend regional supervisors meetings to promote SSDM | | November, 2012 |
| Complete 12-week regional sessions | | December, 2012 |